Dr. Kevin Gilmartin is a behavioral scientist specializing in law enforcement related issues. He is a principal and co-founder of Gilmartin, Harris, and Associates, a behavioral sciences/management consulting company specializing in law enforcement/public safety consultation. He previously spent twenty years working in law enforcement in Tucson, Arizona. During his tenure he supervised the Hostage Negotiations Team and the Behavioral Sciences Unit.

He is a former recipient of the International Association of Chiefs of Police-Parade Magazine, National Police Officer Citation Award for contributions during hostage negotiations. He presently maintains a consulting relationship with public safety and law enforcement agencies nationally in the U.S. and in Canada. He is guest instructor at the FBI Academy's Law Enforcement Executive Development Institute (LEEDS) and EDI. He is an adjunct instructor at Cornell University's New York State School of Industrial and Labor Relations, the University of Massachusetts Police Leadership Institute, Federal Law Enforcement Training Center in Glynco, Georgia, and Sam Houston State University's Law Enforcement Management Institute of Texas. He is retained as a consultant to several Federal agency national critical incident response teams. He is a charter member of the IACP-Psychological Services Section and former vice-president of the Society of Police and Criminal Psychology.

The Department of Justice, FBI, and International Association of Chiefs of Police have published his work. He holds a doctoral degree in Clinical Psychology from the University of Arizona and is a licensed psychologist in the State of Arizona. He is a veteran of the U.S. Marine Corps and resides in Tucson, Arizona and Salem, Oregon.

Harry P. Dolan is a 32-year police veteran who brings 25 years of public safety executive experience to his courses. He retired in October 2012 as Chief of Police of the Raleigh Police Department.

Chief Dolan began his law enforcement career in 1980 as a deputy sheriff in Asheville, North Carolina, and served there until early 1982, when he joined the Raleigh Police Department. In 1987, he was appointed Chief of Police for the N.C. Department of Human Resources Police Department, located in Black Mountain. He served as Chief of Police in Lumberton, N.C. from 1992 until 1998, when he became Chief of the Police of the Grand Rapids, Michigan Police Department. Chief Dolan led the Grand Rapids Police Department for nearly ten years before becoming Chief of the Raleigh Police Department in September 2007.

Chief Dolan has lectured throughout the United States and has trained thousands of public safety professionals in the fields of Service Excellence, Leadership & Management, Communications Skills, and Community Policing. Past participants have consistently described Chief Dolan's presentations as career changing, characterized by his sense of humor and unique ability to maintain participants' interest throughout his training sessions.

Chief Dolan is a graduate of Western Carolina University and holds a Master's Degree in Organizational Leadership and Management from the University of North Carolina at Pembroke.

William S. Westfall has provided liability, leadership and supervisory training to thousands of police officers in nearly every state in the United States, as well as having been featured as a guest speaker on the Law Enforcement Television Network (LETN), the Fire Emergency Television Network (FETN) and the Federal Emergency Management Agencies (FEMA), National Fire Academy (NFA) at the National Emergency Training Center (NETC).

Prior Mr. Westfall was Director of the Montana Law Enforcement Academy where he oversaw the upgrading of the entry level basic law enforcement curriculum to a ten week 500+ hour program, directed the establishment of the MLEA Executive Institute for Chiefs and Sheriffs and assisted with the restructuring of courses for supervisors and for in-service training.

Mr. Westfall served as Director of the Florida Department of Law Enforcement (FDLE) Academy responsible for training programs delivered across the state for all law enforcement agencies. His duties also included the administration of the Organized Crime Institute, the Executive Institute and the development of the Center for Advanced Law Enforcement Studies.

Mr. Westfall received his BA in Criminology cum laude from Florida State University and has completed coursework toward a graduate degree in Public Administration. He is also a graduate of the FBI National Academy where he was selected as class spokesman for the 114th Session and has served as adjunct faculty with the Northwestern Traffic Institute instructing Md-Management and Firstline Supervisory Courses.
Emotional Survival Conference
“What Every Public Safety Officer Needs to Know About Career Survival”

Course Overview:

Today’s increased service demands and scrutiny placed upon public safety professionals have resulted in a growing need to master “Emotional Survival” skills. “Being a good public safety professional requires a very large set of skills and the capacity to balance many challenges simultaneously. One of the biggest challenges to policing in a democratic society is maintaining an emotionally healthy force work of professional men and women who can deal with matters and issues that rest of society cannot handle. If the average person could deal with the situation that the police are responding to, the police would probably not have called for in the first place. Psychologically resilient officers can balance the need to enforce society’s laws with the citizen’s right to live in a free democratic society. There is probably no more important challenge for a law enforcement professional than to be able to balance practicing officer safety with respect and appreciation of a citizen’s liberty. It is not an easy balancing act by any means. It’s been said that police deal with the “maddest, baddest, and saddest” issues in society. What becomes of the professional men and women who have to address those issues over the course of the decades of a police career? This balancing challenge takes a significant toll emotionally and physically on officers. The progression of change in many good officers is unfortunately too easy to see. A physically fit, mentally healthy, young idealistic professional entering the career unfortunately, can be transitioned into an angry isolated individual at risk for significant psychological injury, social isolation, incremental weight gain, heart disease and type 2 diabetes.”

– Dr. Kevin Gilmartin

This conference has been designed to provide public safety professionals, from the entry-level position to executive, with time-tested skills required to manage the stress and strains of the job.

DAY 1 Dr. Gilmartin

Nationally recognized police psychologist Dr. Kevin Gilmartin, in a dynamic and humorous presentation, will discuss the causes of and interventions for emotional issues that face law enforcement personnel. This seminar gives law enforcement officers and their families, strategies to reduce the impact of stress and get more out of their careers and relationships. Dr. Gilmartin will use his book, Emotional Survival for Law Enforcement, as a guide to reviewing the dynamics that can change law enforcement personnel into negative, cynical and angry individuals. He also discusses the communication challenges that may cause law enforcement officer’s relationships and marriages to fail.

DAY 2 Chief Harry Dolan (Ret.)

Verbal De-escalation training provides public safety professionals with time-tested communication skills proven to help defuse volatile situations, safeguard fellow officers’ emotional and professional well-being, and significantly enhance the agency’s professional image. The course also provides opportunities for the participants to participate in practical skill building so that when they complete the two-day training they are well on their way to becoming more effective professionals in communication.

DAY 3 William Westfall

Leadership: Caring for Organizational Spirit is designed for officers who want to rediscover the fulfillment in their work and instill the same in those whom they work. This is a session directed toward those who aspire to lead their agencies into the twenty-first century. Those in attendance will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard. They will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard. They will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard. They will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard. They will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard. They will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard. They will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard. They will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard. They will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard. They will be introduced to The Leadership Test and how it is utilized to improve decision making as both a manager and leader to meet an ethical standard.